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REPORT ON FOUR CONSULTATIONS.
PRESIDENTS COMM. ON THE STATUS OF WOMEN

PUB DATE OCT 63

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DESCRIPTORS- *STATUS, *WORKING WOMEN, *VOLUNTEERS, COMMUNITY SERVICES, *MASS MEDIA, *NEGROES, EMPLOYMENT OPPORTUNITIES, VOCATIONAL COUNSELING, ADULT VOCATIONAL EDUCATION, LABOR STANDARDS, VOLUNTEER TRAINING, FAMILY LIFE,

CONSULTATIONS SPONSORED BY THE PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN ARE SUMMARIZED. APPROXIMATELY 100 REPRESENTATIVES OF INDUSTRY, LABOR, WOMEN'S AND EDUCATIONAL ORGANIZATIONS, AND FEDERAL AND STATE OFFICIALS ATTENDED THE CONSULTATION ON PRIVATE EMPLOYMENT OPPORTUNITIES. SPEECHES WERE PRESENTED BY THE VICE PRESIDENT, ATTORNEY GENERAL AND SECRETARY OF LABOR OF THE UNITED STATES. PARTICIPANTS DISCUSSED VOCATIONAL GUIDANCE, INDUSTRIAL EMPLOYMENT OPPORTUNITIES AND LIMITATIONS, TRAINING, PART-TIME EMPLOYMENT, AND COMPENSATION OF WOMEN WORKERS. ABOUT 70 PARTICIPANTS ATTENDED A CONSULTATION ON VOLUNTEER SERVICES TO IDENTIFY CHANGING COMMUNITY NEEDS, TRAINING NEEDED BY VOLUNTEER WORKERS, AND WAYS TO ENHANCE THE QUALITY, STANDARDS, VALUES, AND REWARDS OF VOLUNTEER SERVICES. TWENTY-NINE REPRESENTATIVES OF THE COMMUNICATIONS MEDIA PARTICIPATED IN THE CONSULTATION ON PORTRAYAL OF WOMEN BY THE MASS MEDIA. THEY EXPRESSED A WILLINGNESS TO SUPPLY FURTHER INFORMATION AND TO IMPLEMENT THE COMMISSION'S RECOMMENDATIONS, ESPECIALLY THOSE RELATED TO EDUCATION AND SOCIAL WELFARE, AND SUGGESTED THAT THE COMMISSION IDENTIFY PRESENT LIMITATIONS OF MASS MEDIA'S PORTRAYAL OF WOMEN AND MAKE THEM KNOWN TO THE POLICYMAKERS OF THE COMMUNICATIONS INDUSTRY. THE TWENTY-TWO PARTICIPANTS IN THE CONSULTATION ON THE PROBLEMS OF NEGRO WOMEN DISCUSSED NEGRO FAMILY PATTERNS, EMPLOYMENT OPPORTUNITIES, VOCATIONAL GUIDANCE, COMMUNITY SERVICES AND PARTICIPATION, AND ADULT EDUCATION. THEY CONCLUDED THAT NEGRO WOMEN HAVE THE SAME PROBLEMS AND HOPES AS OTHER WOMEN BUT THEY CANNOT TAKE THE SAME THINGS FOR GRANTED--STATUS, POSITION IN THE COMMUNITY, AND EQUITABLE OPPORTUNITIES. THIS DOCUMENT IS AVAILABLE AS PR35.8--W84/C76 FOR 35 CENTS FROM SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402. (FP)

REPORT

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on

FOUR CONSULTATIONS

the president's commission on the status of women

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PUBLICATIONS OF THE PRESIDENT'S COMMISSION

ON THE STATUS OF WOMEN

AMERICAN WOMEN. The report of the Commission.

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Single copies of the Committee reports and the four consultations may be obtained from the Women's Bureau of the Department of Labor or purchased from the Superintendent of Documents.

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FOUR CONSULTATIONS

PRIVATE EMPLOYMENT OPPORTUNITIES

NEW PATTERNS IN VOLUNTEER WORK

PORTRAYAL OF WOMEN BY THE MASS MEDIA

PROBLEMS OF NEGRO WOMEN

THE PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN

October 1963

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Executive Order 10980

ESTABLISHING THE PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN

WHEREAS prejudices and outmoded customs act as barriers to the full realization of women's basic rights which should be respected and fostered as part of our Nation's commitment to human dignity, freedom, and democracy; and

WHEREAS measures that contribute to family security and strengthen home life will advance the general welfare; and

WHEREAS it is in the national interest to promote the economy, security, and national defense through the most efficient and effective utilization of the skills of all persons; and

WHEREAS in every period of national emergency women have served with distinction in widely varied capacities but thereafter have been subject to treatment as a marginal group whose skills have been inadequately utilized; and

WHEREAS women should be assured the opportunity to develop their capacities and fulfill their aspirations on a continuing basis irrespective of national exigencies; and

WHEREAS a Governmental Commission should be charged with the responsibility for developing recommendations for overcoming discriminations in government and private employment on the basis of sex and for developing recommendations for services which will enable women to continue their role as wives and mothers while making a maximum contribution to the world around them:

NOW, THEREFORE, by virtue of the authority vested in me as President of the United States by the Constitution and statutes of the United States, it is ordered as follows:

PART I—ESTABLISHMENT OF THE PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN

SEC. 101. There is hereby established the President's Commission on the Status of Women, referred to herein as the "Commission". The Commission shall terminate not later than October 1, 1963.

SEC. 102. The Commission shall be composed of twenty members appointed by the President from among persons with a competency in the area of public affairs and women's activities. In addition, the Secretary of Labor, the Attorney General, the Secretary of Health, Education and Welfare, the Secretary of Commerce, the Secretary of Agriculture and the Chairman of the Civil Service Commission shall also serve as members of the Commission. The President shall designate from among the membership a Chairman, a Vice-Chairman, and an Executive Vice-Chairman.

SEC. 103. In conformity with the Act of May 3, 1945 (59 Stat. 134, 31 U.S.C. 691), necessary facilitating assistance, including the provision of suitable office space by the Department of Labor, shall be furnished the Commission by the Federal agencies whose chief officials are members thereof. An Executive Secretary shall be detailed by the Secretary of Labor to serve the Commission.

SEC. 104. The Commission shall meet at the call of the Chairman.

SEC. 105. The Commission is authorized to use the services of consultants and experts as may be found necessary and as may be otherwise authorized by law.

PART II—DUTIES OF THE PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN

SEC. 201. The Commission shall review progress and make recommendations as needed for constructive action in the following areas:

(a) Employment policies and practices, including those on wages, under Federal contracts.

(b) Federal social insurance and tax laws as they affect the net earnings and other income of women.

(c) Federal and State labor laws dealing with such matters as hours, night work, and wages, to determine whether they are accomplishing the purposes for which they were established and whether they should be adapted to changing technological, economic, and social conditions.

(d) Differences in legal treatment of men and women in regard to political and civil rights, property rights, and family relations.

(e) New and expanded services that may be reqiured for women as wives, mothers, and workers, including education, counseling, training, home services, and arrangements for care of children during the working day.

(f) The employment policies and practices of the Government of the United States, with reference to additional affirmative steps which should be taken through legislation, executive or administrative action to assure nondiscrimination on the basis of sex and to enhance constructive employment opportunities for women.

SEC. 202. The Commission shall submit a final report of its recommendations to the President by October 1, 1963.

SEC. 203. All executive departments and agencies of the Federal Government are directed to cooperate with the Commission in the performance of its duties.

PART III—REMUNERATION AND EXPENSES

SEC. 301. Members of the Commission, except those receiving other compensation from the United States, shall receive such compensation as the President shall hereafter fix in a manner to be hereafter determined.

JOHN F. KENNEDY

THE WHITE HOUSE,
December 14, 1961.

FOREWORD

Through sponsoring four consultations, the President's Commission on the Status of Women, or its Committees, enlisted the wisdom and creative advice of specialists and others having particular interest or knowledge in several major subject areas. These were Private Employment Opportunities, New Patterns in Volunteer Work, Portrayal of Women by the Mass Media, and Problems of Negro Women.

The Commission wishes to express appreciation to the individuals and groups whose enthusiastic participation made these meetings constructive and profitable. The rewarding discussions, which enriched the deliberations of the Commission, are summarized in this publication.

PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN

Esther Peterson
Executive Vice Chairman

Richard A. Lester
Vice Chairman

Washington, D. C.
August 6, 1963

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REPORT OF CONSULTATION

ON

PRIVATE EMPLOYMENT OPPORTUNITIES

September 24, 1962

THE ADVICE of business, labor, and community leaders conceming fair and effective employment of women workers was sought in a conference called by the Committee on Private Employment of the President's Commission on the Status of Women. The consultation, held in Washington, D.C., September 24, 1962, was attended by representatives of a number of leading industrial firms, including companies that pioneered during World War II in hiring women for jobs previously held only by men; by labor union representatives; by delegates from women's and educational organizations; and by State and Federal officials.

Vice President Lyndon B. Johnson, Attorney General Robert F. Kennedy, and Secretary of Labor W. Willard Wirtz, in brief statements to the conference, expressed their belief in the contribution women can make to the Nation's economy and their conviction that they should have full opportunity to do so. Highlights of their remarks follow.

The Vice President: Most of our problems arise out of ignorance and a desire to avoid change. This is what is happening with the problem of equal opportunity for women. Modern technology has created new patterns of production which rely much more upon brains and nimbleness than upon brawn and endurance. We have at the same time developed a labor supply to fill that demand, but somehow we have failed to bring together the expanding needs of our productive system for intelligent and skilled workers and women with the necessary qualifications. To solve the problem of discrimination because of sex will require a great many adjustments and changes that must be made because they will enhance our prosperity and protect the security of our country. Equal employment opportunity is not a luxury in which we indulge out of a fuzzy-headed motive. It has become not only a question of justice—which alone should be enough—but also a question of grim and urgent necessity. We have the responsibility of finding ways and means of tapping the resources of women who are half our society.

The Attorney General: From my experience in politics and in the Department of Justice, I realize the important contributions to government that can be made by women in all walks of life. The Department now employs 118 women lawyers, some in positions of considerable responsibility. Some are very able criminal attorneys, handling important cases as Assistant United States Attorneys and as attorneys in the Department. Most of the jobs in the antitrust field are held by women. I know—from my conversations with them and from their work every day—the major contribution these women lawyers are making.

The Secretary of Labor: We have come to a national consensus about equal opportunity for women as far as our expression of it is concerned, but a look at the actual status of women today makes us realize that we still fall very far short of achieving it. The problem of equal employment opportunity for women is an emerging problem, just as are dozens of similar problems of adapting to the accelerating pace of technology. It is a problem simply of making available equal and creative employment opportunities to a new sector of the population which has, only in our time, entered the job market on a permanent basis. To fail to meet this problem would be an injustice to a great many individuals and an enormous loss to the Nation.

I would hope that there does not emerge from this consultation an overemphasis on the employment of women. As I understand it, we are not here urging more work for women or urging that more women move from the home to the economy. In the context of employment opportunities for women, the one important word is *opportunities,* and the one important concept is the concept of choice. We take the position that freedom means the freedom of choice, as far as a woman or a man may be concerned, to work if he or she wants to do so. That freedom is the common denominator of the problem we are considering here—that and the problem of employment as a whole.

Participants then divided into five workshops dealing with the following aspects of employment opportunities for women:

1. Vocational guidance, training, and other ways of encouraging more effective use of the talents of women.
2. Part-time employment and other arrangements for married women to resume employment.
3. Opportunities for employment of women in industry.
4. Limitations on women's employment and advancement, and ways of reducing such limitations.
5. Compensation of women workers, including methods of obtaining equal pay.

The workshops did not attempt to obtain group consensus. The following excerpts, taken from the reports by the workshop chairmen to the conference as a whole, do not necessarily reflect, therefore, the views of all the participants.

VOCATIONAL GUIDANCE AND TRAINING

Dr. Henry David, Commission Member and President of the New School for Social Research, reported that effective solutions to vocational guidance and training problems for women of all ages, with varying levels of education, abilities, and talents, require diverse and multifaceted approaches.

Two specific proposals emerged from the discussion: (a) provisions of the income tax law, especially with respect to deductions for child care, need to be revised to facilitate employment of women with children and home responsibilities; and (b) for more equitable consideration of women, a reevaluation needs to be made of the provisions of the Manpower Development and Training Act which stipulate that to be eligible for a training allowance one must be head of the household and have 3 years' work experience.

The importance of the right timing of counseling and training rose repeatedly during the discussion. For example, the older woman who seeks employment after her children are grown finds that guidance and training are unavailable or not suited to her needs. Young women, too, find that guidance and training are limited in scope and effectiveness.

Both the young woman and the mature woman should receive improved counseling about changing employment opportunities. Also, they should be advised of the kinds of employment that can be combined successfully with home responsibilities.

The influence of the cultural environment upon attitudes regarding employment of women and their choice of occupations was emphasized. Some believed that basic attitudes and behavioral patterns could be changed rather radically and quickly; others believed such changes would evolve slowly and that quick behavioral adjustments did not necessarily reflect significant changes in attitude.

PART-TIME EMPLOYMENT

The workshop on part-time employment, chaired by Frieda Miller, former Director of the Women's Bureau, U.S. Department of Labor, looked first at existing part-time work and discussed what benefits and handicaps accompany it.

Service industries, particularly retail trade, account for the highest proportion of part-time employment for women. Many women are also employed in part-time clerical work. Opportunities for part-time work exist, too, in professional and technical fields.

Part-time work is of particular interest to students, married women who want to maintain outside interests as well as to supplement the family income, and women with disabilities that keep them from working full time.

It was generally agreed that part-time work will continue to be part of the pattern of the labor market and that it is a valuable solution to some work situations. For example, employers hire part-time workers for recurring peak workloads and when full-time workers with special skills are in short supply. For many specialized kinds of work, some employers find it advantageous to employ highly skilled workers they couldn't possibly afford to hire on a full-time basis. Some participants suggested that the President's Commission should investigate the question of possible higher costs involved in employing part-time help in a tight labor market.

It also was stated that work schedules for part-time workers frequently must be adapted to the needs of such workers. Married women with small children or children of school age often want to be at home when the children come home, and some prefer to work during evening hours. The group felt that greater flexibility in work schedules and a careful review of the part-time labor supply would help employers fill their needs for part-time workers.

Although economic need makes it necessary for many women to supplement family income through part-time work, it was pointed out that many women with skills in short supply frequently fail to reenter the labor market because incentives are not sufficiently attractive.

WOMEN IN INDUSTRY

Dr. G. Roy Fugal, Manager, Division of Employee Relations of the General Electric Co., was the chairman for the workshop considering employment opportunities for women in industry. This group, he reported, recognized that equality of opportunity for women had not been fully achieved, but that many challenging and satisfying opportunities were open to women trained for professional positions and as technicians. Women displaced by automation, it was pointed out, had less opportunity for retraining than men, and equal opportunities for all workers regardless of sex need to be established.

To overcome barriers of culture and tradition noted as limiting opportunities of women for jobs usually held by men, it was suggested that young women should be encouraged to train for and enter the kinds of work available and that business and industrial leaders should be educated to accept women for all types of work in their organizations. Conservative estimates show that eventual demand for scientifically trained workers, regardless of sex, will exceed supply. Some participants expressed the feeling that our culture downgrades technical training, and that efforts to make such occupations more appealing should be undertaken by government, management, labor, and schools.

The workshop made the following suggestions for action:

- Industry should constantly appraise its human resources and analyze its long-range needs to determine what positions can be opened to women rather than wait for crash programs or crises.

- Industry, schools, government, and labor should cooperate in setting up programs designed to achieve greater utilization of womanpower.
- Industrial leaders should work with the high schools to motivate students to train for current and future work opportunities.
- Because of the rapid changes in today's economy, industry must move speedily to assess its manpower needs and communicate them to the schools.

HIRING AND ADVANCEMENT LIMITATIONS

Chairman Frank Pace, Jr., of the General Dynamics Corp., said his workshop felt that prejudice against the hiring and advancement of women was more limited than had been anticipated before discussion. Some participants believed that such prejudice might largely be overcome by education and persuasion with respect to the changed status of women and opportunities for their utilization in the work force. Others, however, believed that, in addition, legal measures were essential for achievement of the goal.

Several limitations were thought to be substantial deterrents to the hiring of women, particularly in defense industries: (1) women employees are not as permanent as men, and this factor weighs against women with respect to a firm's investment in an individual employee; (2) women as a group are not as mobile as men—they have less capacity to move when transfer is indicated and less capacity to travel extensively; and (3) some State laws limit unduly the number of hours women may work.

The group felt equality of opportunity might first be achieved in the pay envelopes and through chances for advancement of women already employed. Opportunity for women to reach executive status would not be advantageous only to those now employed, but would serve also to motivate young women as yet unaware of exciting and demanding opportunities open to women executives.

EQUAL PAY

William F. Schnitzler, Commission Member and Secretary-Treasurer of the AFL-CIO, served as chairman of the workshop considering the compensation of workers, including equal pay. He reported that his group agreed with Secretary Wirtz that equal pay for women was a principle Americans were for but hadn't yet been able to achieve.

Wage surveys indicate that in many areas, industries, and occupations, average earnings of women are lower than those for men for the same type of work. Recent employer surveys reinforce the belief that double pay scales for male and female workers exist in many companies and that, although 22 States have equal pay laws, inequality of pay for comparable work in the same establishment is found in those States as well as in States without such laws.

Personal knowledge of participants substantiated these facts, and the consensus was that wage discrimination because of sex is still widespread. No opposition was

expressed to the principle of equal pay for comparable work. Although many union contracts have equal pay provisions, less than 4 million of the country's 24 million working women belong to trade unions.

The chairman reported the conviction of his group that pay discrimination had existed too long. Legislation fairly enforced was considered the best and most effective way to solve the problem of unequal pay, with Federal legislation particularly desirable because it would eliminate the interstate competitive factor. State legislation also would be necessary, since women predominate in occupations not involved in interstate commerce. The group felt it was unlikely such legislation would reduce employment opportunities for women or downgrade men's wages.

An Executive order prohibiting discrimination in pay based on sex in employment under Govemment contract was advanced as a possibility pending enactment of a Federal equal pay law.

A third way of securing equal pay—an educational process of labor-management cooperation—was mentioned but not expanded in discussion.

[On June 10, 1963, President Kennedy signed the Equal Pay Act of 1963, which was enacted as an amendment to the Fair Labor Standards Act.]

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REPORT OF CONSULTATION

ON

NEW PATTERNS IN VOLUNTEER WORK

November 8–9, 1962

THE COMMITTEES on Home and Community and on Education of the President's Commission on the Status of Women sponsored a consultation on volunteer services on November 8 and 9, 1962, at Commission headquarters in Washington, D.C. The chairman was Dr. Cynthia C. Wedel, Commission Member and Assistant General Secretary for Program, National Council of the Churches of Christ in the U.S.A.

Aims of the meeting were as follows: (a) to identify community needs that can be met by the work of trained volunteers; (b) to consider and point up the preparation and training necessary for women volunteers to perform more effectively in meeting these needs; and (c) to explore ways of enhancing the quality, standards, values, and rewards of volunteer services.

At an open meeting the evening of November 8, Mrs. Arthur J. Goldberg and Charles A. Horsky, adviser to the President for National Capital Affairs–both long active in volunteer work in the Nation's capital–described their experiences in volunteer organizations and suggested ways of gearing volunteer activities to today's needs. Questions and discussion that followed set some of the framework for the next day's meeting.

In the opening remarks of the following morning, Assistant Secretary of Labor Esther Peterson, who is also Executive Vice Chairman of the Commission, called for a reexamination of the whole scope and fabric of our society to see how the volunteer might better serve the community. She pointed out that new technology is creating changes requiring profound social adjustments, which make the role of the volunteer more important than ever.

Mrs. Viola H. Hymes, President, National Council of Jewish Women, characterized volunteers as (1) service volunteers; (2) administrative and policymaking volunteers who serve on committees and boards; and (3) public policy volunteers who affect the climate of opinion and work for social action through legislative and executive branches of government. Some individuals, she said, may serve in all three capacities, sometimes simultaneously, in one or more voluntary or public organizations.

For discussion purposes, the conference was divided into four workshops.

UNMET COMMUNITY NEEDS

Led by Dr. Esther M. Westervelt, Teachers College, Columbia University, one workshop concentrated on the following questions:

1. What are some unmet community needs and services that might be met by volunteers?
2. What types of pilot projects point up these needs?

With the public policy role of the volunteer in mind, this group first assumed that today's volunteers regard their work as tasks that must be done. Discussion focused on the necessity of cooperation among voluntary organizations, including sharing of information and avoiding duplication of effort. It recommended that voluntary organizations, from the local to the national level, should cooperate in using to the best advantage all existing machinery and resources (community councils, councils of social agencies, volunteer bureaus).

The workshop next recommended that a national system of information storage and retrieval, similar to the Bio-Sciences Information Exchange, be established to serve the needs of project planning and research by volunteer agencies. Plans for such an information exchange should be developed through the cooperation of voluntary agencies, represented by both volunteer and professional personnel, of government agencies, and of specialists in the field of information storage and retrieval.

In listing unmet services greatly needed in our society, the group recommended development of a program to recruit, train, place, and supervise the employment of individuals for household service. In addition, such a program should attempt to create, through education and persuasion, especially of employers, a status for such work comparable to that of practical nursing. Community centers—sponsored by volunteer groups interested in home-related services—might also provide training in home economics and home management for married women.

Another recommendation, stemming from the need to explore new kinds of employment and sources of income for production workers displaced by automation, called for a qualitative consumer analysis of specialized household services that would be used if available. Volunteer organizations could conduct such studies with the help of experts in drawing up interview questions, in developing population samples for interviewing, and in training interviewers.

Belief in the need to return to children the right and satisfactions of taking part in home and community efforts led to a recommendation that young people should be encouraged to participate as volunteers. Leadership for such projects would require the cooperation of many agencies, including all involved with providing educational, recreational, and rehabilitation services. For this purpose, the philosophies and programs of

most agencies–to separate *real* from *made* work–should be reexamined, and agencies would have to plan programs that tap the enthusiasm of young people and use their skills wisely. For instance, children might be given some responsibility for the public facilities they use, such as schools and playgrounds. Programs for preventing juvenile delinquency are believed most successful when young people themselves participate in the planning and have a commitment to the objectives.

The suggestion was made that one or more volunteer agencies should develop programs to present factual information to employer groups and others on the changing roles of women in our society. One of the representatives agreed to explore this idea with her agency.

The group strongly recommended that all women's volunteer organizations increase their participation in community planning. Experiences in the home and in voluntary organizations give women valuable insights into community needs. Local chapters were urged to send information on local social planning to their national organizations, which could serve as a clearinghouse for projects.

VOLUNTEER MANPOWER

A group moderated by Miss Marjorie Collins, formerly Director, Central Volunteer Bureau, New York City, discussed:

1. The nature of volunteer manpower.
2. The organization's effectiveness in attracting, using, and retaining volunteers.
3. The value of volunteer services to the volunteer.

After examining volunteer manpower, this group suggested that the purposes, goals, and programs of various organizations were selective factors in attracting and keeping volunteers. Since potential volunteers frequently choose organizations with activities coinciding with their own interests, membership homogeneity is often the result. Further, many volunteer organizations tend to attract workers of about the same age and educational level.

Most participants agreed that organization membership was a middle-class phenomenon. Efforts are being made currently to broaden the base of participation, but it was thought that expensive luncheons and other costly functions for volunteers discourage participation by persons with limited incomes. Competition for volunteers is increasing among organizations because of the growth of organizations, shifts in population, and the greater number of women in the work force. These factors lead to recruitment of older and younger persons and of people from all social and economic groups.

Effective use of volunteers, it was agreed, depends upon flexibility, imagination, and intelligence. If the volunteer's wide variety of skills is to benefit the volunteer as

well as the organization, both paid staff and volunteers should perform their work with imagination and flexibility and not in traditional or set ways of doing things. Professional workers need also to differentiate between tasks requiring professional skill and those which might be performed by volunteers or employed workers with less training.

If volunteers are to be retained, intelligent planning is required to meet their needs both as workers and as people. Proper training is crucial to help volunteers become able workers who derive satisfaction from their work. A career approach to the job and opportunities for advancement would encourage volunteers to feel they *belong,* that they have a voice in program and policy and that their work relates to organization goals.

Organizations also suffer a loss of valuable worker experience and skill through turnover in their leadership. Horizontal as well as vertical career development was suggested as a means to help a volunteer take valuable experience from one organization to another and/or to broader areas of service at the community, State, or national level.

Volunteer groups perform more effectively, it was believed, when organized on the one hand around a common factor, such as religion, age, ethnic or school background, and on the other hand about the task to be accomplished with workers recruited on the basis of interest and skills.

Discussion of values of volunteer service to the volunteer included how such service can help people gain or retain job skills. For women whose family responsibilities preclude full-time paid careers, it was pointed out, volunteer work can provide opportunities to acquire or retain various skills. For young people, it can teach skills leading to vocational opportunities and can test areas of interest for possible careers. In addition, volunteer service can provide outlets for older women whose children have left home and for widows and retired women who need new interests; it can offer them opportunities to participate in worthwhile community projects and, at the same time, help them develop skills in new fields.

TRAINING OF VOLUNTEERS

A third workshop, led by Dr. Virginia L. Senders, formerly Coordinator, Minnesota Plan for the Continuing Education of Women, University of Minnesota, discussed the training of volunteers, concentrating on:

1. What types of training programs are needed?
2. Is career planning for volunteers possible or desirable?

The volunteers of today are not only housewives with lessened home and family responsibilities; increasingly, they are also from the ranks of younger women, professional workers, and labor unions. Volunteer organizations must consider, therefore, the needs of new volunteers in relation to their different abilities and backgrounds and set up training programs to make the maximum use of their skills.

Career planning was regarded as developing volunteer activities to fit the needs, interest, and growth of each individual. For example, volunteer work might serve as a bridge into paid employment or as an opportunity for progression and personal enrichment. For younger volunteers, it might help determine job selection.

Training requirements differ for the volunteer whose primary commitment is to another interest and for the volunteer whose primary commitment is to volunteer work. The needs of the "sometime volunteer" should be considered in relation to other personal demands. Use of instructional media, such as films and visual aids, and training the "sometime volunteer" for the task to be done rather than on-the-job training was advised. Career volunteers perform on constantly advancing levels. Instead of repetitive training, they need to broaden and deepen their understanding through training and study that recognizes their past experience.

One representative suggested that members of voluntary boards might benefit from a training program encompassing the experience and efforts of many organizations to provide background on major issues and their relationship to a community or national problem. This kind of program, particularly useful at the local level, would require interagency cooperation.

Further exploration of cooperation between voluntary organizations and universities with useful academic talent was urged. One participant thought that certain kinds of volunteer experience might serve as the equivalent of course or field work in some social sciences areas. Another said that the District of Columbia Urban Service Corps had approached several universities about a cooperative training plan and had encountered negative responses, largely because of supervision problems.

A recurrent theme was the need for more coordination and cooperation among voluntary organizations and for unified training programs. For example, several organizations together might offer a short course in parliamentary procedure. The suggestion was made that a simple, factual newsletter servicing all volunteer agencies might improve coordination among agencies.

STATUS OF THE VOLUNTEER

A group guided by Mrs. Hymes focused on status and considered:

1. Is there a decline in the status of the volunteer?
2. What can help elevate volunteer status?

This group felt there had been no decline in the status of the volunteer; indeed, the volunteer's status was never higher. According to participants, (a) volunteers are increasingly being asked to perform important jobs of a professional nature; (b) organizations

most active in volunteer work are increasing in membership; and (c) volunteer organizations are highly regarded in the community. On the other hand, some noted that current attitudes toward volunteer work among high school and college students indicate there may be a future shortage of volunteers; however, where schools have course work or programs which touch on the work and value of voluntary organizations, young people are better prepared for community responsibility.

The need to define objectives of organizations and the role of the volunteer in relation to that of the professional was emphasized. Some said that young or less experienced professional workers, frequently unsure and insecure, rely on the support of experienced volunteers.

Ways in which volunteers might be more effective were then considered. Some organizations were having difficulties, it was pointed out, in obtaining sufficient leadership in urban areas. Such areas have the greatest need for services but often are understaffed or staffed with inexperienced and overworked volunteers without sufficient leadership. Their difficulties in obtaining experienced workers brought out the fact that many women volunteers live in the suburbs and do most of their volunteer work there. The group recommended efforts to draw volunteers from the suburbs to work in the cities.

On the other hand, many volunteers with potentially high leadership qualifications never have the opportunity for leadership, often because policymaking bodies meet during day hours. It was suggested that evening meetings would attract women from all economic levels and that employed persons and women with young children would be more likely to attend.

Public housing developments were cited as an example of effective voluntary effort. Professionals have gone to tenants for advice and service in coping with community problems. Tenants frequently are organized to help resolve problems caused by a minority in the community. The natural community of a housing project shows that (a) people work where their interests lie and (b) volunteers can be drawn from diverse sources–from lower and middle income groups, from youth, and the retired.

SUMMARY

The chairman summarized briefly the sense of the meeting, emphasizing the necessity for new and coordinated approaches in light of profound changes in our society. These changes have created, or have brought into sharp focus, problems of communities and needs of individuals and groups which challenge outmoded concepts of volunteer service. They demand imaginative thinking and enthusiastic action in relatively uncharted directions.

Meeting needs more effectively and extensively will require careful and creative planning and necessitate fuller cooperation between volunteers and professionals and

between public and private agencies and organizations. To be effective, volunteer programs must fulfill the dual purpose of providing needed services to individuals and communities, and personal satisfaction to the volunteers. With this in mind, new sources of volunteers can be more successfully tapped–youth, women whose children are out of the home, members of minority groups, retired people. Sound recruitment, recognition of interests and capacities, suitable training, placement, and utilization, and democratic operation of programs–all are indispensable components of effective volunteer programs designed to meet the multitudinous problems and needs of today.

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REPORT OF CONSULTATION

ON

PORTRAYAL OF WOMEN BY THE MASS MEDIA

March 19, 1963

THE PRESIDENT'S Commission on the Status of Women, at a consultation on March 19, 1963, asked representatives of the communications industry for advice on the following:

1. Actual portrayal of women by the mass media.
2. What new needs of American women the media can help meet.
3. How well women are achieving full occupational opportunity in communications—in broadcasting, the press, magazines, and films.

The meeting, attended by 29 mass media representatives, was chaired by Margaret Hickey, a Commission Member and editor with the Ladies' Home Journal. Facilities for the consultation were provided by the New School for Social Research, New York City, through its president, Dr. Henry David, who is also a member of the Commission.

Discussion opened on the charge by the chairman that the mass media are "projecting, intentionally or unintentionally, an image [of women] that contains old myths, misconceptions, and even distortions, of a true image."

TODAY'S PORTRAYAL OF WOMEN BY THE MASS MEDIA

Bennett Korn (with an independent television company using dramatic shows produced in Hollywood studios) noted that women are presented in an "unrealistic way. They seem to be typically in the middle-income groups, subservient to the male who earns the money." Women never are portrayed as "a serious partner or breadwinner. You never see creative women in politics or as working mothers. So I know there is a big distortion from reality." He reported difficulty, however, in obtaining women specialists for serious discussions, because "women as intellectual leaders and experts, who think as people rather than from a feminine viewpoint, are rare indeed."

Lorraine Hansberry (playwright) added that the image of women frequently portrayed is "the glorification of the courtesan, the notion of women as object and very little

else." The uniform, shallow, even grotesque image in the commercials, she felt, undoubtedly plays a part in determining standards of womanhood for men of the younger generation.

Marya Mannes (writer), while agreeing with the point, took exception to the word "courtesan." She felt it was the "bunny" and the entire Playboy psychology that were degrading to women.

Al Capp (cartoonist), in defending the woman in the commercial as an ideal, cited the value to American women of having as an ideal "an impossibly attractive, charming, cultured woman, and all girls in the country trying to be like her. There's not a woman in this room who hasn't been influenced by this means." He pointed out that in family comedies, the woman comes out ahead of her husband; he is portrayed as a fool while she keeps the house "like a glowing jewel," is a great cook, and generally is able to cope with situations.

Margaret Culkin Banning (writer) noted the marked contrast in the stamp put on women over the past 40 years; the stamp of the present decade—a search for glamor—tends to demote women, even though advertisements have greatly improved the appearance of women; the stamp of the 1920's and 1930's was due to a minority of women interested in women's rights and suffrage who were great leaders.

In the film field, Arthur Mayer (writer) sounded an optimistic note: "I think there are signs of genuine improvement in the offing. The success of newer pictures indicates we're reaching a place where soon we can show women in more favorable aspects of their activities than we have in the past."

A fairly sharp division was evident between those who felt the mass women's magazines were, in Betty Friedan's (writer) words, "not projecting a new horizon for women," as they did 30 years ago, and those who felt they were raising the standards of living and taste.

Herbert R. Mayes (magazine) spoke of the value of the service features of mass magazines on food, fashion, child care, beauty, and home decorating, but acknowledged that the "weak spot in all mass magazines is fiction—not nonfiction nor the service area." He and Morton Hunt (writer) felt that its influence was so minimal, however, as to be of little concern, since fiction was escape and entertainment. In Miss Mannes' opinion, on the other hand, it was "precisely in the area of entertainment that the false image . . . has the most subtle subcutaneous impact."

Gerri Major reported that her magazine (*Ebony*) attempted to give an honest picture of the Negro woman's aspirations, activities, and progress. Louis Cowan (mass media research) deplored that this story was not presented in the whole of the Nation's

press. Curtiss Anderson (magazine) added: "We are bringing up a whole generation of little Negro girls who think being glamorous means being white. I think the whole ghetto atmosphere is one of our great, great shortcomings. We don't hear enough about, by, and for Negro women in the general media. The race issue is the only really important issue of our time."

POSSIBILITIES FOR NEW SERVICES

Stockton Helffrich (broadcasters association) joined Mr. Korn in suggesting that the Commission bring its findings to the attention of various groups in the broadcasting industry to help modify existing stereotypes and present a more pluralistic and varied portrayal of women. He said: "It takes a conscious tabulation of what we ought to be doing and the dissemination of that to the people who create the programs. If the activities of this Commission move in that direction, they will be most constructive--as similar efforts have been in fields of mental health and racial minorities."

Polly Cowan (radio) reported on a month-old experiment--a joint venture of New York City radio station WMCA and a group of trained women volunteers who provide a telephone service to direct public inquiries about serious housing violations and problems to the proper city department. Its continued success could constitute a prototype for projects harnessing the mass media to social needs in other cities.

Hartford Gunn (television) pointed out the growing recognition by educational television of a serious lack in daytime educational programs for women. He encouraged the Commission to support efforts already being made to increase such programing, possibly related to local political and welfare campaigns such as WMCA's. Mr. Mayes also stressed continuing education for women: "One major problem all of us in our field are confronted with is providing women with the means for living fuller lives after their children are grown."

Kathleen McLaughlin (newspaper) saw a need for more attention to the problems of the younger generation rather than the average American housewife and mother, and Betsy Talbot Blackwell (magazine) was concerned with dropouts from colleges and high schools.

Many felt the Commission should underline the importance of counseling to make young women aware of the need to plan their lives on a long range basis. Dr. Richard A. Lester (Commission Member) told how the Commission's Subcommittee on Counseling became aware that counselors, in working with children who have acquired stereotyped images from the mass media, feel ineffectual in countering the trends toward early marriage and away from self-development.

Mrs. Friedan suggested that magazines could project new images with which, perhaps, only a minority of women could identify, but "it would give a sense of

possibility. The women's magazines did that 30 or 40 years ago, but they don't do it much today. We need more heroines in fiction as well as nonfiction. They exist in real life and should be projected by the media to give women the image of a heroine who is using herself to the fullest for some purpose or goal."

Margaret Twyman (motion picture association) and Ethel J. Alpenfels (anthropologist) agreed that the mass media have not done a good enough job of interpreting the importance of the mother's influence on her young children.

JOB OPPORTUNITIES FOR WOMEN IN COMMUNICATIONS

Lisa Howard (broadcasting) mentioned the onus on a career woman, particularly if she becomes a success in a field considered to be a man's. "She is made to feel guilty or unfeminine. She is called aggressive, brash, and pushy. A lot of women don't want to fight that kind of psychological barrier."

Mr. Cowan and Mr. Korn cited the need "to change the frame of reference of the employer so that he looks at women in a dispassionate way as functioning work units. The stigma attached to the working mother should be changed, so that she is a proud possession in the family rather than a problem person."

Wallace W. Elton (advertising) noted the importance for women of being prepared for competition. The majority of women in his agency seemed to have been prepared in home and school for competition as brides and housewives. "The training must be in the school or home, not with the mass media, which are simply catering to what we have been taught."

George Heinemann (broadcasting) stated that women in broadcasting could make a greater contribution by educating themselves with "honest-to-goodness courses in sociology so that they would understand the basic roots of our country and the needs of people at home."

SUMMARY

Many of the participants stated a willingness to cooperate with the Commission, both by supplying further information and by implementing Commission recommendations, particularly those relating to education and social welfare. Others spoke of a new awareness which, they felt, if made more widely known to policymakers in the communications industry, would result in tangible changes. The Commission was asked to identify present limitations of the mass media in showing pluralistic images of women and to relate the effect of a limited image to such problems as women's aspirations, motivations, standards of performance, interest in lifelong education and career planning, and attitudes of employers.

ADDENDUM

Subsequent to the meeting, letters from participants in the consultation expressed additional thoughts. To quote briefly:

Stockton Helffrich: ". . . a rundown of true and false premises, properly disseminated to the key personnel at networks and creative broadcast sources, would move . . . [the implementation of attitudes now crystallizing on the actual needs of women] in the right direction. Further conferences and seminars, mailings, and general publicity are doubtless likewise in order and certainly not in conflict."

Marya Mannes: "To a certain degree they [mass media] do reflect the conditions and goals of a majority of women as embodied in the middle-class homebound housewife with children. To a much greater–and uncondonable–degree they neglect very large minorities of women; among them [are] the full-time working wife, the wife who supports the family, the single working woman, the career woman with husband and family, the professional intellectual, the Negro woman. . . ."

Arthur Mayer: "Nonetheless, if . . . films dealing candidly and sincerely with the political or economic inequities to which women are still subject or the unromantic aspects of their lives–any more than pictures dealing with equal candor and sincerity with the Negro situation or the perils of nuclear annihilation–are to be produced, I am fearful that we cannot leave this wholly to the initiative of high-minded, low-budgeted picturemakers."

Perrin Stryker (formerly, magazine): "I concurred completely with . . . remarks about the need to focus on diverse groups of women; this is allied to my unspoken suggestion that the Commission decide what groups of women are most deserving of study. Personally, the . . . women who are working full-time would get my vote for concentrated attention."

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REPORT OF CONSULTATION

ON

PROBLEMS OF NEGRO WOMEN

April 19, 1963

THE PURPOSE of the consultation on the Problems of Negro Women was stated by Esther Peterson, Executive Vice Chairman of the President's Commission on the Status of Women, in her greeting: To obtain advice and information from experts on the problems and aspirations of Negro women because they are the largest minority group in the United States; the suggestions received will be of help to the Commission as it develops recommendations in the areas assigned it by the President's Executive Order 10980.

Miss Dorothy Height, president of the National Council of Negro Women and a Commission member, served as chairman of the consultation at the request of the Commission.

According to the chairman, the Commission has been dealing in a fresh way with the whole concept of equality; it was thinking less of women as a cause and more of the extent to which women, as part of the whole society, are free to participate as persons and take their place as they themselves choose in the home, in the community, and in the wider society. The Commission thought of equality as not meaning "the same" but equality of treatment with respect to rights, obligations, opportunity.

At the outset, there was consensus that the problem of race discrimination permeates the whole life picture of the Negro—in housing, education, employment opportunities, interpersonal relations, and so forth—and that approaches to the problems of the Negro woman should be based on this premise. Moreover, the American public is not consciously aware of the vast differences between opportunities for individuals in minority groups and for others and of the manpower resources that are not being fully utilized. Therefore, there must be concern for helping all women, since this in turn would bring about the development and use of abilities and skills of all persons to the economy.

NEGRO FAMILY PATTERNS

Discussion centered first on the patterns of Negro family life and how they affect parent and child.

Effects on Parents. It generally was agreed that, traditionally, Negro families have been more matriarchal than white families. The tendency has continued because of the inability of many Negro men to get a decent job and earn a sufficient wage to carry the responsibilities of family life. Thus the Negro wife is forced into the labor market where she often earns more than her husband and sometimes becomes the only earner for the family. Therefore, not by choice, she may become the head of the household.

Because of the barriers to education and better paying jobs encountered by men, the Negro woman frequently has had to assume additional social and economic burdens. The Negro woman also faces discrimination in the labor market. She usually is employed in jobs paying low wages, and if she is in domestic service, as many are, she works long hours. A long working day complicates her responsibilities in childbearing and prevents her active participation in community affairs where she might work for better conditions both for herself and her family.

A study of Negro women by Dr. Jeanne L. Noble of Teachers College, Columbia University, showed that Negro women generally based their educational choice on vocational opportunity. If a Negro girl felt she had a chance to become a teacher, she majored in education. But if she then found that being a teacher was threatening the status of her mate, she tended not to go on to advanced study because the preservation of the marriage relationship was more important. Thus, the progress of the Negro woman–her personal advancement and that of the whole family–is inextricably bound to the improvement of opportunities for the Negro male.

This study also pointed out how difficult it is for the Negro male to assume the expected masculine role of defender, protector, and provider of the family when he is confronted with constant rebuff–a demoralizing experience–when seeking employment.

More Negro women have attended college and hold college degrees than Negro males. This has created an awkward and serious problem for the college-educated Negro girl, who, unable to meet a wide group of educated men, frequently marries below her educational standard. When she earns more than her husband, his resulting insecurity and jealousy may dissolve the family and thus continue the matriarchal family pattern.

The group felt that greater effort should be made to convince more Negro males of the importance both to themselves and to their families that they take advantage of the greater opportunities open to them if they go to college.

Effects on the Children. The matriarchal type family presents problems to Negro children, both boys and girls, in developing their masculine or feminine roles. Lack of a strong male model for boys, especially in slum areas where success models too often are people "beating the game," places a heavy burden on the Negro family in trying to transmit values. Is it any wonder that a child may find the man who is "beating the game" a more tempting model to follow than a hard-working parent stuck in a low-paid job?

The children of many Negro mothers who must work are not cared for properly during their mothers' working hours. Consultants expressed a strong hope for Commission advocacy of more community child care facilities, open to children of all economic levels and through all means—public, cooperative, and private. However, several participants stated that establishment of additional child care services should not be part of a program to try to force mothers of young children into the labor market by taking away public assistance.

Hope was expressed that public assistance legislation would be further improved to strengthen family life. Formerly, under Aid to Dependent Children legislation, if the father was present in the home and employable, the family, regardless of need, was automatically ineligible for assistance involving Federal funds. Amendments passed in 1961 provide Federal funds on a matching basis to States whose laws permit Aid to Families with Dependent Children based on need, regardless of whether there is an employable male in the household. Less than one-third of our States, however, have accepted this new aid program designed to maintain and strengthen family life during periods of economic dislocation. In many jurisdictions, the unemployed father is, in effect, encouraged to desert his family to make it eligible for public aid.

Forging stronger family relationships is of particular concern to the Negro woman if the pressures now upon her are to be eased. It was suggested that greater emphasis in public education curricula on the rich history and culture of the Negro would be of particular help in the strengthening of Negro family relationships.

EMPLOYMENT OPPORTUNITIES

Problems related to employment opportunities have a great impact on the Negro woman and her family. The group emphasized the importance of recognizing the special difficulties of women who are at the bottom of the economic ladder, particularly those in household employment, but was equally concerned with the importance of considering those at all employment levels.

White-Collar, Semiprofessional, and Professional Opportunities. The need for greater vocational training opportunities, especially for middle-range jobs, and the dilemma in many areas where Negroes are not trained for particular jobs because the jobs are not open to them were stressed. Negro women often find that jobs are available only at the lowest economic level or at the professional level: sales and clerical jobs and many skilled jobs are closed to them. For example, a major means of entering the secretarial field is through graduation from a recognized business or secretarial school. Many of these schools, however, do not admit Negroes. Yet they are granted licenses to operate and have such advantages as tax exemption and indirect Federal funds through veterans' programs. Training for new jobs must go hand in hand with efforts to open up new job opportunities. Not only should job opportunities be found for Negroes already trained, but vocational training also should be stimulated for jobs which currently are not open to them.

Entrance to new types of job opportunity has been hampered by vocational legislation which has not kept up with the kind of work skills needed and by an absence of training of youths, Negroes in particular, for the new jobs.

Generally, educational standards in high schools and in commercial schools should be raised, and preparation for specific professional work should be improved in the colleges. That efficiency in job training and performance is the key to opening new job opportunities should be stressed among young people. The Manpower Training and Development Act would become a stronger vehicle for the preparation and placement of Negro women workers if its programs for training and retraining were broadened and expanded.

Efforts should be made also to overcome the limitations and evasions which bar Negroes from employment and training for employment in higher paying jobs. Training and apprenticeship programs, which are avenues to such jobs, should be accessible to all citizens, regardless of race or sex.

Household Workers. Some participants emphasized the widespread desire among Negro household workers to move upward out of what they consider to be an undesirable occupation. Others said that since many Negroes undoubtedly will continue to be in household work, upgrading of its skills and improvements in employment conditions were desirable. In this period of social change, the occupation should be reevaluated to determine what kinds of household workers are needed now, what kinds of new skills are required to handle modern laborsaving devices, and what means will assure better pay and job satisfaction for those employed in this type of work.

Training centers to prepare household workers were considered. Where household training is not provided by schools, certified training programs could increase the career household worker's skills. It was also brought out that household occupations have within them many possibilities for the development of skills and technical knowledge which are closely enough allied to occupations in service industries to offer opportunities for advancement.

In a discussion of the basic need for broadening opportunities for those in household employment, two additional approaches were suggested: (1) unionization of household workers to establish decent wages and hours and standards of working conditions and (2) facilities to help those who are qualified or desire further training to move to better employment opportunities.

All such efforts could lead to greater interest and incentive on the job and increase the sense of dignity necessary to good job performance.

It was pointed out that Negro women employed in household service frequently do not receive social security coverage, partly because many employers fail to pay contributions to old-age, survivors, and disability insurance. The group urged that the Federal Government take further steps to enforce compliance with the law requiring contributions to social security for these women and to educate the Negro household worker on her rights and benefits under this program.

VOCATIONAL GUIDANCE

A key issue of discussion was the type of guidance given to Negro youth which, it was felt, limited their view and realization of job opportunities open to them. The following underlying reasons were given:

On the high school level, many guidance counselors themselves need to broaden their concepts of realistic opportunities for the young Negro woman who wants to go to college or who is weighing that possibility. This is particularly true in newly integrated high schools, where guidance for Negro youth often is based on misconception of the individual's capacities and abilities, and a lack of knowledge of the accomplishments of Negro women and of probable social change.

The attitude of expectancy toward obtaining an education or working in certain occupations is crucial. When families and children have limited hopes as to future vocational possibilities, counselors also may believe that a girl or a boy has no chance for a particular type of job.

The aspirations of parents and children should be supported and, if necessary, raised so they can foresee that new opportunities will be available if prepared for. Negro parents often fail to encourage their children to stay in school or seek higher education because they see no job opportunities at the "end of the road." Such a pattern is self-defeating for self-improvement. "Why should I go to school?" the child asks. "I will get a low status job like my father's." Here is where the guidance teacher needs to stress upward mobility and provide inspiration toward higher goals. It was suggested that the Commission could help greatly by making known the availability of resources. The Negro girl needs role models even more than does the white girl. Counselors should have specially prepared films and handbooks to inform themselves and their students of present-day work possibilities open to Negro youth.

COMMUNITY SERVICES AND PARTICIPATION

How women of minority groups could participate more effectively in community activities and in planning for community needs was considered.

Broader Participation. Our democratic system of government and way of life depend on wide citizen participation in governmental and community activities. Improved cooperation among various types of community organizations would broaden and strengthen

community programs. Recognition by voluntary organizations of the great untapped resources among working women, particularly among minority groups, would provide a new reservoir of participation. But community activities should be scheduled more realistically to attract greater participation by working people; for example, women in lower socioeconomic levels, unavailable for daytime meetings, could attend meetings at night or on weekends. Voluntary organizations should consider all the cultural nuances of the group they want to have participate. Women of lower economic levels cannot be expected to take part in situations where they are socially uncomfortable.

Policymaking Boards. More Negroes from various economic levels should be involved in community policy planning and decision making because of the benefit to them and the future of their children. Such participation could be useful both to the agency and to the individual. Boards of education, for example, and PTA boards could benefit from views and knowledge of the Negro woman regarding education programs and problems. It was recognized, however, that the Negro woman has been slow to participate in meetings she *was* able to attend because lack of opportunity sometimes prevented the development of confidence. But it was emphasized that Negro women need to know they *can* participate.

Although she may feel she lacks experience for service on voluntary or community planning boards, the Negro woman's knowledge derived from experience can be advantageous to civic bodies and planning agencies. It is particularly important for the Negro to serve on decisionmaking bodies in behalf of the community and its needs where many members of the community are Negroes or where the needs of a large minority have been overlooked. If the Negro woman serves on boards, she should, indeed, be qualified to do so, but she also should have opportunities to obtain training and experience. Some organizations provide their members and officers with leadership training. Because many white children have seen Negroes only as domestic workers and because few white adults have been in a peer relationship with Negroes, a false image of Negroes is prevalent and needs to be overcome.

Availability of Federal Services. Because of local control, Federal programs in many areas do not reach people they were designed to aid. The problem here is twofold: (1) to see that Federal programs are made available to all persons regardless of race and (2) to help Negroes learn that resources are available.

A major block preventing Federal funds from flowing smoothly and quickly to the local level is the necessity for matching funds by State and local governments. Few programs operate with only Federal money in the local community.

The importance of effectively administering a program at the local level in accordance with its purpose was stressed. It was emphasized that there should be more Negroes with necessary qualifications in policymaking jobs in regional offices administering Federal programs. Technical people representing an agency in a particular locality

should not be subject to political influences and control that often hamper an agency's work because of conflict with local interests.

Communication. Because the Negro is not aware of available services, he often does not benefit from public programs. A proposed method of improving communications was to establish centers in cities and counties where individuals and families could get information from one source about available services at Federal, State, and city levels. Such centers would be manned by Federal and State or city representatives and would be prepared to provide information on legislation, education, social security, juvenile delinquency, urban renewal, etc. In view of the mobility of our population, and particularly of the Negro movement from the South and from rural to urban centers, such centers would be most useful. They would help close the gap between local administration of services and Federal provisions.

Participants agreed that voting and intelligent political participation are essential to achieve many of these goals, and that it was imperative that voting rights be secured and exercised by *all* American citizens throughout the country.

ADULT EDUCATION

An area of particular concern to the Negro woman is the expansion of adult education and training programs. Educational facilities available to the Negro still lag greatly. Of the 3.8 million women in the United States who are functional illiterates, a great many are Negroes. There is much need for additional adult education and training programs tailored particularly to the requirements of those with low literacy.

The work of a Philadelphia minister whose community included many unemployed was cited. The pastor's initiative led to the building of a factory to manufacture vestments and choral gowns for gospel singers and to the training of women to cut material and operate power sewing machines. The business has been successful; its profits have been used to finance adult education classes for men and women.

SUMMARY

In summarizing the discussion, Miss Height said that problems of the Negro woman cannot be dismissed by saying, "Well, all women have those problems.

"Negro women have the same problems and hopes as other women, but they cannot take even the same things for granted," she continued, adding, "If the Negro woman has a major underlying concern, it is the status of the Negro man and his position in the community and his need for feeling himself an important person, free and able to make his contribution in the whole society in order that he may strengthen his home."

She reiterated that all problems facing the Negro woman are interrelated and cannot be isolated. The group discussion had centered on Negro women not only because

they are the largest ethnic minority but also because many of their problems bear on problems of women in all minority groups.

Miss Height emphasized that the conference tried to fulfill its assignment from the perspective of all American women and the way in which the Negro woman fits into the total picture; that the group had dealt with important problems that must be faced realistically if the total society in the United States is to improve family life, provide better futures for young people, and achieve a sense of equitable participation by all citizens.

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